RESEARCH BULLETIN

TRENDS IN COLLECTIVE BARGAINING

SETTLEMENTS IN NOVA SCOTIA

1985

Nova Scotia
Department of Labour

Research Division

FOREWORD

The tables in this report provide information on collective agreement settlements in Nova Scotia during the calendar year 1985. In particular, specific characteristics of these recent contract settlements are referenced for the purpose of identifying current trends in collective bargaining. In all tables the numbers in parantheses prepresent statistics from the previous year.

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COMMENTS ON TABLE I:

During 1985 there were 276 collective agreement settlements brought to the attention of the Nova Scotia Department of Labour. Approximately 20,650 employees were involved, a decrease of 41.7 percent from 1984. The number of signed agreements increased from 246 in 1984 to 276 in 1985, an increase of 12.2 percent.

The Service sector contained the largest number of negotiated settlements. It accounted for 50.4 percent of the all-industry total. The Manufacturing and Public Administration sectors followed with 16.3 percent each; the Trade sector with 13.0 percent; and, Transportation, Communication and Other Utilities with 2.2 percent. The Mining sector accounted for only 1.8 percent of all settlements.

Two-year agreements accounted for 70.7 percent of all signed contracts. One-year agreements and three-year agreements accounted for 15.2 and 14.1 percent of negotiated collective agreements in 1985, respectively.

TABLE I:

DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY CONTRACT DURATION AND INDUSTRY

	One Year Agts		Two Year Agts		Three Year Agts		All Agts	
	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps
Manufacturing	6 (17)	324 (695)	25 (35)	1690 (3050)	14 (8)	3852 (362)	45 (60)	5866 (4107)
Mines	- (-)	- (-)	2 (2)	198 (223)	3 (2)	108 (110)	5 (4)	306 (333)
Public Administration	7 (11)	138 (375)	25 (21)	965 (587)	13 (6)	387 (294)	45 (38)	2490 (1256)
Service	21 (27)	1155 (1090)	113 (79)	8266 (5272)	5 (2)	167 (117)	139 (108)	9588 (6479)
Trade	6 (2)	162 (31)	27 (22)	855 (386)	3 (-)	77 (-)	36 (24)	1094 (417)
Transportation, Comm. & Other Utilities	2 (4)	34 (1422)	3 (8)	1262 (563)	1 (-)	1010 (-)	6 (12)	2306 (1985)
All-Industry Totals	42 (61)	1813 (3613)	195 (167)	13236 (10081)	39 (18)	5601 (883)	276 (246)	20650 (14577)

COMMENTS ON TABLE II:

The largest proportion of negotiated agreements, 48.9 percent, settled during 1985 were reached at the Direct Bargaining Stage. A further 39.1 percent were settled by Conciliation and 8.3 percent by Post Conciliation Bargaining (P.C.B.). Post Conciliation Bargaining (W.S.) accounted for 3.3 percent of all settlements while 0.4 percent were settled by a Conciliation Board.

TABLE II:

DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY SETTLEMENT STAGE AND INDUSTRY

INDUSTRY	Direct Bargaining		Conciliation		Conciliation Board		Post Conciliation Bargaining (P.C.B.)		Post Conciliation Bargaining (W.S.)		Industrial Inquiry Commission		Mediation		TOTAL	
	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps
Manufacturing	17	697	20	4560	-	-	6	569	2	40	-	-	-	-	45	5866
	(33)	(1774)	(17)	(1135)	(-)	(-)	(7)	(728)	(3)	(470)	(-)	(-)	(-)	(-)	(60)	(4107)
Mines	-	-	2	183	-	-	3	123	-	-	-	-	-	-	5	306
	(2)	(203)	(2)	(130)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(4)	(333)
Public Administration	30	389	11	643	-	-	2	333	2	125	-	-	-	-	45	1490
	(20)	(460)	(8)	(350)	(1)	(135)	(8)	(276)	(1)	(35)	(-)	(-)	(-)	(-)	(38)	(1256)
Service	61	3539	68	4213	1	33	5	846	4	957	-		-	-	139	9588
	(80)	(4660)	(23)	(1598)	(-)	(-)	(4)	(131)	(1)	(90)	(-)	(-)	(-)	(-)	(108)	(6479)
Trade	23	563	7	127	-	-	5	370	1	34	-	-	-	-	36	1094
	(14)	(218)	(7)	(113)	(-)	(-)	(3)	(86)	(-)	(-)	(-)	(-)	(-)	(-)	(24)	(417)
Transportation, Communication & Other Utilities	4	46	-	-	-	-	2	2260	-	-	-	-	-	-	6	2306
	(6)	(286)	(5)	(449)	(-)	(-)	(1)	(1250)	(-)	(-)	(-)	(-)	(-)	(-)	(12)	(1985)
All-Industry Totals	135	5234	108	9726	1	33	23	4501	9	1156	-	-	-	-	276	20650
	(155)	(7601)	(62)	(3775)	(1)	(135)	(23)	(2471)	(5)	(595)	(-)	(-)	(-)	(-)	(246)	(14577)

COMMENTS ON TABLE III:

This table indicates that 59.5 percent of all one-year agreements were settled at the Direct Bargaining stage while 44.1 percent and 61.5 percent of two and three-year agreements were settled by Direct Bargaining.

TABLE III:

DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY SETTLEMENT STAGE AND CONTRACT DURATION

DURATION	Direct Bargaining		Conciliation		Conciliation Board		Post Conciliation Bargaining (P.C.B.)		Post Conciliation Bargaining (W.S.)		Industrial Inquiry Commission		Mediation		TOTAL	
	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps
	25	653	15	1017	1	33	1	110	-	-	-	-	-	-	42	1813
One Year Agreements	(39)	(1473)	(19)	(773)	(-)	(-)	(3)	(1362)	(1)	(40)	(-)	(-)	(-)	(-)	(62)	(3648)
	86	4039	82	4773	-	-	18	3268	9	1156	-	-	-	-	195	13236
Two Year Agreements	(106)	(5811)	(39)	(2861)	(-)	(-)	(17)	(819)	(4)	(5455)	(-)	(-)	(-)	(-)	(166)	(10046)
	24	542	11	3936	-	-	4	1123	-	-	-	-	-	-	39	5601
Three Year Agreements	(10)	(317)	(4)	(141)	(1)	(135)	(3)	(290)	(-)	(-)	(-)	(-)	(-)	(-)	(18)	(883)
	135	5234	108	9726	1	33	23	4501	9	1156	-	-	-	-	276	20650
All Agreements	(155)	(7601)	(62)	(3775)	(1)	(135)	(23)	(2471)	(5)	(595)	(-)	(-)	(-)	(-)	(246)	(14577)

COMMENTS ON TABLE IV:

During 1985, 26.8 percent of collective agreements for which we have information were settled in the 61-120 day period. 25.6 percent of the contracts were settled in less than 60 days, a further 25.6 percent were settled in the 121-210 day period, 19.5 percent took between 211-360 days to be settled and only 2.4 percent took longer than one year to settle.

TABLE IV:

DURATION OF CONTRACT NEGOTIATIONS IN COLLECTIVE AGREEMENT SETTLEMENTS

DURATION OF NEGOTIATIONS	Manufacturing		Mines		Public Administration		Service		Trade		Trans., Comm., & Other Utilities		All Industry	
	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps
	3	174	-	-	6	119	9	654	3	77	-	-	21	1024
60 days or less	(4)	(351)	(-)	(-)	(3)	(11)	(9)	(713)	(3)	(69)	(-)	(-)	(22)	(1185)
	2	45	-	-	4	40	9	305	7	249	-	-	22	639
61 - 120 Days	(4)	(293)	(-)	(-)	(1)	(279)	(6)	(537)	(-)	(-)	(-)	(-)	(11)	(1109)
	5	424	-	-	2	20	12	611	2	39	-	-	21	1094
121 - 210 Days	(4)	(301)	(1)	(70)	(-)	(-)	(19)	(1145)	(-)	(-)	(1)	(318)	(25)	(1834)
	3	477	-	-	3	211	8	1682	-	-	2	1042	16	3412
211 - 360 Days	(-)	(-)	(-)	(-)	(-)	(-)	(5)	(610)	(-)	(-)	(-)	(-)	(5)	(610)
	-	-	-	-	1	2	1	185	-	-	-	-	2	187
361 Days Or More	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
	13	1120	-	-	16	392	39	3437	12	365	2	1042	82	6356
Totals	(12)	(945)	(1)	(70)	(4)	(290)	(39)	(3005)	(3)	(69)	(4)	(359)	(63)	(4738)

NOTE: In the above Table the duration of negotiations were not available for 194 contracts covering 14,294 employees.

COMMENTS ON TABLE V:

The average bargaining unit size for all industries during 1985 was 78 employees. In contrast, the average size was 75 in 1984 and 100 in 1983. Bargaining unit sizes ranged from 25 in the Public Administration sector to 52 in the Transportation, Communication and Other Utilities sector.

TABLE V:

AVERAGE BARGAINING UNIT SIZE BY DURATION OF NEGOTIATIONS AND INDUSTRY

DURATION OF NEGOTIATIONS	Manufacturing	Mines	Public Administration	Service	Trade	Trans., Comm., & Other Utilities	All Industry
60 Days Or Less	58 (88)	- (-)	20 (4)	73 (79)	26 (23)	- (14)	49 (54)
61-120 Days	23 (73)	- (-)	10 (279)	34 (90)	36 (-)	- (-)	29 (101)
121-210 Days	85 (75)	- (70)	10 (-)	51 (60)	20 (-)	- (318)	52 (73)
211-360 Days	159 (-)	- (-)	70 (-)	210 (122)	- (-)	521 (-)	213 (122)
361 Days Or More	- (-)	- (-)	2 (-)	185 (-)	- (-)	- (-)	94 (-)
Totals	86 (79)	- (70)	25 (73)	88 (77)	30 (23)	521 (90)	78 (75)

TECHNICAL NOTES

Since the intended purpose of a settlement reporting system is to collate and expose information pertinent to collective bargaining, efforts will be directed at achieving a universal coverage of all settlements falling within the terms of reference of the Trade Union Act.

As the reports will be available on a monthly basis, the receipt of settlement data by a pre-determined date will unavoidably omit a certain number of settlements which occur during a particular reference period. However, information on these settlements will be published in following summaries as the data become available.

In the contract settlement reporting system the multiplicity of collective agreement provisions creates a situation where it becomes necessary to report information on only a selected number of the total contract provisions available. As a consequence, information on collective agreement settlements pertains to the major provisions or those items receiving greater emphasis and attention on current negotiations. Data on each settlement not only covers the more important provision in new collective agreements, but also includes the previously existant provision in brackets.

With considerable weight being placed on monetary issues in current negotiations, data showing increments in the base rate and skilled rate will be published. The base rate is defined as the lowest wage paid to a full-time employee in the bargaining unit. This rate excludes those employees on probation or part-time.

When the information is readily available, wage rates for skilled employees will also be included. The skilled rate generally refers to the highest paid employee in the collective agreement. The two rates of pay will enable the user to calculate wage increases for different classes of employees to determine an approximate average percentage increase in the contracts.

TECHNICAL NOTES (CONT'D)

In the classification of collective agreement settlements by stage, the following definitions have been applied:

DIRECT BARGAINING - parties to a collective agreement, after a notice by either party to commence negotiations of an existing or new contract, proceed to conclude a new settlement at the bilateral level.

CONCILIATION - parties request the assistance of a conciliation officer in contract negotiations. Mediation frequently is used in the same context, but its application is more prevalent to disputes which occur while contracts are in effect.

CONCILIATION BOARD - formal intervention of a three-man conciliation board at the request of the respective parties.

POST CONCILIATION BARGAINING (P.C.B.) - a collective agreement settlement reached after a conciliation officer or conciliation board has submitted a conciliation report to the Minister of Labour and Manpower and prior to a legal workstoppage.

POST CONCILIATION BARGAINING (W.S.) - settlements attained via the service of a conciliation officer during a legal workstoppage.

INDUSTRIAL INQUIRY COMMISSION - the establishment of a special inquiry, by the Minister of Labour and Manpower, into industrial disputes.

The data produced in this publication, both settlements and workstoppages, refers to collective bargaining developments covered directly by the Trade Union Act of Nova Scotia. As such, reference in this publication specifically omits information on collective bargaining that would pertain to the jurisdiction of the Federal Government.